

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

07-CA-293903

Date Filed

4-12-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United Wholesale Mortgage		b. Tel. No. (800) 981-8898
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 585 S Blvd E MI Pontiac 48302	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 9000
i. Type of Establishment (factory, mine, wholesaler, etc.) Financial	j. Identify principal product or service Wholesale mortgage lending	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 04/12/2022 07:42:21 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7

Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090



Download
NLRB
Mobile App

April 13, 2022

(b) (6), (b) (7)(C)

Re: United Wholesale Mortgage
Case 07-CA-293903

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on April 12, 2022 has been docketed as case number 07-CA-293903. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Daniel Molenda whose telephone number is (313)335-8034. If this Board agent is not available, you may contact Supervisory Examiner Jason E. Knepp whose telephone number is (313)335-8028.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.

Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Elizabeth Kerwin". The signature is written in a cursive style with a large, sweeping flourish at the end.

Elizabeth Kerwin
Regional Director



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7

Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090



Download
NLRB
Mobile App

April 13, 2022

United Wholesale Mortgage
585 South Boulevard, East
Pontiac, MI 48302

Re: United Wholesale Mortgage
Case 07-CA-293903

Dear Madam or Sir:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Elizabeth Kerwin". The signature is written in a cursive style with a large, sweeping loop at the end.

Elizabeth Kerwin
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Daniel Molenda

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

United Wholesale Mortgage

CASE NUMBER

07-CA-293903

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC****A. STATE OF INCORPORATION
OR FORMATION****B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES****4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7A. PRINCIPAL LOCATION:****7B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED****A. TOTAL:****B. AT THE ADDRESS INVOLVED IN THIS MATTER:****9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES _____)**

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
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12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

UNITED WHOLESALE MORTGAGE

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 07-CA-293903

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on April 13, 2022, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

United Wholesale Mortgage
585 South Boulevard, East
Pontiac, MI 48302

(b) (6), (b) (7)(C)

April 13, 2022

Date

Carol A. Koper, Designated Agent of
NLRB

Name

/s/ Carol A. Koper

Signature

Additional Information in Support of Charge

Charging Party Name : (b) (6), (b) (7)(C)

Inquiry Number : (b) (6), (b) (7)(C)

Date Submitted : 04/12/2022 07:42:21 AM

Please provide a brief description of the specific conduct involved in your charge. The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed. After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

Additional Information Provided:

On multiple occasions during large group meetings we are deterred from asking about wages because it, "can put the other person in an awkward position". When asked who we speak to about wages, we were told to reach out to our "HR" team who responded that they cannot give out that information.

REGION 7 – DOCKET SHEET (Charge Against EMPLOYER ☒ UNION ☐)

Inquiry (b) (6), (b) (7)(C)	Case #
Method of Receipt:	E-Filed

Assigned To	Supervisor	KNEPP	Agent	MOLEND A
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Dispute Location	City	Pontiac	State	MI
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10(j) (Check if Applicable)	<input type="checkbox"/>	*Place check mark in the 10(j) box in the charge action*
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Bargaining Status (Check One)

Existing Contract	<input type="checkbox"/>	None	<input checked="" type="checkbox"/>
Seeking Initial Contract	<input type="checkbox"/>	Organizational Campaign	<input type="checkbox"/>
Seeking Successor Contract	<input type="checkbox"/>		

No. of 8(a)(3) Discriminatees		*** Add Backpay Paragraph by checking the backpay box in the CP docketing template***
Number of 8(b)(2) Distriminatees		
Date Filed (Action Disposition Date)	4-12-22	

IA Category	2	Due	6/28/22
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Case Research	CA-279853 Molenda 7-13-21 same location different CP Closed CA-277639 Molenda 5-24-21 same location different CP Closed
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Comments	
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Section	(CA) Allegations	Apply	Section	(CB) Allegations	Apply
8(a)(1)	Coercive Actions (Surveillance, etc.)		8(b)(1)(A)	Coercion, incl'g Statements and Violence	
	Coercive Rules	x		Denial of Access	
	Coercive Statements (Threats, Promises of Benefits, etc.)			Discipline (including charges/fines)/Harassment	
	Concerted Activities (Retaliation, Discharge, Discipline)			Duty of Fair Representation, incl'g Superseniority, denial of access	
	Denial of Access			Hiring Halls	
	Discharge of Supervisor (Parker-Robb Chevrolet)			Picketing/Strike Actions	
	Interrogation (including Polling)			Rules: Coercive	
	Lawsuits			Union Dues and/or Membership Related (including excessing fees)	
	Weingarten				
			8(b)(1)(B)	Fund Contribution Related	
8(a)(2)	Assistance			Lawsuits	
	Domination			Other Allegations	
	Unlawful Recognition			Statements/Threats/Violence	
8(a)(3)	Changes in Terms and Conditions of Employment		8(b)(2)	Hiring Hall Related	
	Discharge (including Layoff and Refusal to Hire (not salting))			Lawsuits	
	Discipline			Union Security Related Actions	
	Lockout			Causing Employer to Discriminate/Retaliate	
	Refusal to Consider/Hire Applicant (salting only)				
	Refusal to Hire Majority		8(b)(3)	Failure to Sign Agreement	
	Refusal to Reinstate E'ee/Striker (e.g. Laidlaw)			Refusal to Bargain/Bad Faith or Surface Bargaining	
	Retaliatory Lawsuit			Refusal to Furnish Information	
	Shutdown or Relocate/Subcontract Unit Work			Repudiation/Modification of Contract	
	Union Security Related Actions				
			8(b)(4)(A)	Lawsuits/Grievances	
8(a)(4)	Changes in Terms and Conditions of Employment			Picketing/Handbilling	
	Discharge (including Layoff and Refusal to Hire)			Statements	
	Discipline				
	Refusal to Reinstate Employee/Striker		8(b)(4)(B)	Lawsuits/Grievances	
	Shutdown or Relocate/Subcontract Unit Work			Picketing/Handbilling	
				Statements	
8(a)(5)	Alter Ego				
	Failure to Sign Agreement		8(b)(4)(C)	Lawsuits/Grievances	
	Refusal to Bargain/Bad Faith Bargaining (Incl'g Surface Bargaining/direct dealing)			Picketing/Handbilling	
	Refusal to Furnish Information			Statements	
	Refusal to Recognize				
	Repudiation/Modification of Contract (Sec 8(d)/Unilateral Changes)		8(b)(4)(D)	All Allegations	
	Shutdown or Relocate (e.g. First National Maint.) Subcontract Work				
			8(b)(5)	All Allegations	
8(e)	All Allegations against an Employer				
			8(b)(6)	All Allegations	
			8(b)(7)(A)	All Allegations	
			8(b)(7)(B)	All Allegations	
			8(b)(7)(C)	All Allegations	
			8(e)	All Allegations against a Labor Organization	
			8(g)	All Allegations	

From: [Molenda, Daniel](#)
To: (b) (6), (b) (7)(C)
Subject: 07-CA-293903
Date: Friday, April 15, 2022 2:45:00 PM
Importance: High

(b) (6), (b) (7)(C),

I am writing to follow up on my voicemail that I left moments ago.

As you are aware, I am the agent assigned to investigate the charges that you filed against United Wholesale Mortgage.

I called you on 4/14 but you were not able to talk due to a prior commitment. I just attempted to call you again but received your voicemail.

I need to schedule a time for you to provide affidavit testimony.

I would like to remind you of your obligation to provide testimony as stated in the docketing letter dated 4/13/22:

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Accordingly, please call me by the COB on 4/18 to discuss scheduling an affidavit.

Sincerely,
Dan Molenda

From: [Bill Stone](#)
To: [Molenda, Daniel](#)
Subject: RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)
Date: Wednesday, May 4, 2022 3:02:55 PM
Attachments: [logo_195.jpg](#)
[wstone@uwm.com.jpg](#)
[image001.jpg](#)
[image002.jpg](#)
[image004.jpg](#)

CAUTION: The sender of this message is external to the NLRB network. Please use care when clicking on links and responding with sensitive information. Forward suspicious emails to [nlrbirc@nrlb.gov](mailto:nlrbc@nrlb.gov).

No worries! Just let me know what works for you, once you know.

Best,
Bill



BILL STONE Deputy General Counsel
p 248.833.4365
uwm.com

YOUNITED TO MAKE LENDING EASY

We are passionate about great service. Please [share your feedback](#) on what we're doing well and where we can improve.

The contents of this message may be confidential. If you are not the intended recipient, do not disseminate, disclose, copy or use this message without the permission of the author. Nothing contained in this message or in any attachment shall satisfy the requirements for a writing, and nothing contained herein shall constitute a contract or electronic signature. If this message has been received in error, please delete it immediately.

From: Molenda, Daniel <Daniel.Molenda@nrlb.gov>
Sent: Wednesday, May 4, 2022 3:00 PM
To: Bill Stone <wstone@uwm.com>
Subject: [EXTERNAL] RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)

This Message originated outside your organization.

Sorry for not getting back to you.
I had thought I would be available to talk yesterday/today.
However, I am still tied up in an R case hearing.

From: Bill Stone <wstone@uwm.com>
Sent: Wednesday, May 4, 2022 10:26 AM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)

CAUTION: The sender of this message is external to the NLRB network. Please use care when clicking on links and responding with sensitive information. Forward suspicious emails to nlrbirc@nlrb.gov.

Dan: I left you a voicemail yesterday but realized that below I referenced Wednesday, 5/3, when clearly 5/3 was Tuesday. I apologize for the screw up. Are you by chance available at 3:00pm today? Thanks.

Best,
Bill



BILL STONE Deputy General Counsel
p [248.833.4365](tel:248.833.4365)
uwm.com

YOUNITED TO MAKE LENDING EASY

We are passionate about great service. Please [share your feedback](#) on what we're doing well and where we can improve.

The contents of this message may be confidential. If you are not the intended recipient, do not disseminate, disclose, copy or use this message without the permission of the author. Nothing contained in this message or in any attachment shall satisfy the requirements for a writing, and nothing contained herein shall constitute a contract or electronic signature. If this message has been received in error, please delete it immediately.

From: Bill Stone
Sent: Monday, May 2, 2022 10:12 AM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)

Dan,

No apologies necessary. That sounds like quite the case!

Can we tentatively plan on 3pm EST on Wednesday, 5/3? And if it's still going on 5/3, I can

make another day work as well. Thank you.

Best,
Bill

From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Sent: Friday, April 29, 2022 10:38 AM
To: Bill Stone <wstone@uwm.com>
Subject: [EXTERNAL] RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)

This Message originated outside your organization.

Bill,

Sorry I have not reached out to you sooner. I have been serving as a Hearing Officer in a Representation Case and we have been on the record since 4/19.
I am hoping that 5/2 will be our last day on the record. I should be available to talk on 5/3.

Dan

From: Bill Stone <wstone@uwm.com>
Sent: Thursday, April 28, 2022 4:11 PM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: Case 07-CA-293903 - (b) (6), (b) (7)(C)

CAUTION: The sender of this message is external to the NLRB network. Please use care when clicking on links and responding with sensitive information. Forward suspicious emails to nlrbirc@nlrb.gov.

Mr. Molenda,

I hope you are well. I left you a voicemail yesterday or the day before about the attached Charge. Can you please let me know when you have a few minutes to discuss? I'm out of town tomorrow (Friday, 4/29) but can make time next week. Thank you, and I look forward to speaking with you.

Best,
Bill



BILL STONE Deputy General Counsel

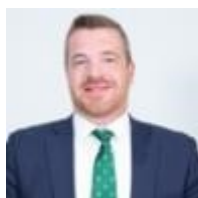
p [248.833.4365](tel:248.833.4365)
uwm.com

YOU NITED TO MAKE LENDING EASY

We are passionate about great service. Please [share your feedback](#) on what we're doing well and where we can improve.

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From: [Bill Stone](#)
To: [Molenda, Daniel](#)
Subject: RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)
Date: Wednesday, May 4, 2022 10:26:49 AM
Attachments: [logo_195.jpg](#)
[wstone@uwm.com.jpg](#)
[image001.jpg](#)
[image002.jpg](#)

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Dan: I left you a voicemail yesterday but realized that below I referenced Wednesday, 5/3, when clearly 5/3 was Tuesday. I apologize for the screw up. Are you by chance available at 3:00pm today? Thanks.

Best,
Bill



BILL STONE Deputy General Counsel
p 248.833.4365
uwm.com

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From: Bill Stone
Sent: Monday, May 2, 2022 10:12 AM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)

Dan,

No apologies necessary. That sounds like quite the case!

Can we tentatively plan on 3pm EST on Wednesday, 5/3? And if it's still going on 5/3, I can make another day work as well. Thank you.

Best,
Bill

From: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Sent: Friday, April 29, 2022 10:38 AM
To: Bill Stone <wstone@uwm.com>
Subject: [EXTERNAL] RE: Case 07-CA-293903 - (b) (6), (b) (7)(C)

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Dan

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Sent: Thursday, April 28, 2022 4:11 PM
To: Molenda, Daniel <Daniel.Molenda@nlrb.gov>
Subject: Case 07-CA-293903 - (b) (6), (b) (7)(C)

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From: [Hampton, Andrew](#)
To: [Molenda, Daniel](#); [O'Neal-Jones, Ann](#)
Cc: [Knepp, Jason E.](#); [Roock, Karen](#); [Kerwin, Elizabeth](#); [Davis, Linda S.](#)
Subject: 07-CA-293903 United Wholesale Mortgage
Date: Friday, May 6, 2022 8:36:39 AM
Attachments: [image001.png](#)

Approved for straight withdrawal as an ARD level team decision.

Andrew Hampton (he/him/his)
Acting Assistant to the Regional Director
NLRB Region 7
(616)309-9174 (o)
(202)251-1116 (m)
andrew.hampton@nrlb.gov



From: [Molenda, Daniel](#)
To: (b) (6), (b) (7)(C)
Subject: 07-CA-293903
Date: Thursday, May 5, 2022 11:44:00 AM
Importance: High

(b) (6), (b) (7)(C)

I am writing to confirm our phone conversation in which you requested withdrawal of the charge.

As stated in our conversation, if you wish to file a new charge in the future, please keep in mind that in order to be viewed as timely that a charge must be filed and served upon the charged party within 6 months of the alleged unfair labor practice.

Sincerely,
Dan Molenda



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

May 6, 2022

Bill Stone
United Wholesale Mortgage
585 South Boulevard, East
Pontiac, MI 48341

Re: United Wholesale Mortgage
Case 07-CA-293903

Dear Mr. Stone:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink, reading "Erikson C.N. Karmol".

Erikson C.N. Karmol
Acting Regional Director

DM:KH

cc: (b) (6), (b) (7)(C)

A large black rectangular redaction box covering several lines of text in the distribution list.